



DEPARTMENT OF THE ARMY
HEADQUARTERS, SOUTHEAST REGIONAL MEDICAL COMMAND
FORT GORDON, GEORGIA 30905-5650

REPLY TO
ATTENTION OF:

MCSE-EO

11 June 2002

MEMORANDUM FOR All Personnel, Southeast Regional Medical Command

SUBJECT: Commanding General's Policy Memorandum No. 3 – Prevention of Sexual Harassment

1. It is in the best interest of each individual, military and civilian, to be afforded the right to work, live, and play in an environment free of sexual harassment. Past events have clearly demonstrated that sexual harassment can impact the spirit of an organization and adversely affect mission accomplishment.
2. I will not tolerate sexual harassment in this command. Individuals in command or supervisory positions must lead by example and will be held accountable for maintaining discrimination-free environments for all personnel and military family members. Those engaging in sexual harassment or permitting others to continue harassing behaviors will be dealt with swiftly, in accordance with regulation, law, and policy.
3. Sexual harassment is defined as a form of sex discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 - a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or:
 - b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or:
 - c. Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
4. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a soldier or civilian employee is engaging in sexual harassment. Similarly, any soldier or civilian employees who make deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
5. It is important that sexual harassment be clearly understood. Therefore, all SERMC military and civilian personnel (managers, supervisors, and employees) will

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participate in progressive interactive small group sexual harassment training twice each year. Soldiers must understand what sexual harassment is, how to recognize it, how to prevent it, how to report it and the consequences of engaging in sexual harassment. Training will review both military EO and civilian EEO informal/formal complaint procedures. Individuals must feel free to report instances of sexual harassment without fear of reprisal. Personnel must be confident that a prompt inquiry will be conducted into each reported incident.

6. Commanders will document Prevention of Sexual Harassment (POSH) training on the unit's training schedule and on individual soldier training records. Documentation will include type, instructor, date, time, length of training, roster of attendees, and issues covered in the session. The chain of command and EOAs will also attend and participate in POSH sessions.

7. I expect the personal involvement and commitment of each individual, at all levels, to ensure elimination and prevention of sexual harassment.

8. This policy statement will be permanently posted on all official bulletin boards.



ERIC B. SCHOOMAKER
Brigadier General, MC
Commanding